

What are the benefits?

For young apprentices, new to the world of work, the benefits are very real. They are paid to 'earn while they learn', they are given the experience of working for a large organisation, and have the opportunity to progress and have a career within the NHS.

Current A-level & GCSE students are considering the fact that they have an alternative to completing a degree apprenticeship without the worry of debt from university fees.

Opportunities in Cheshire and Wirral Trusts

There are currently apprentices working in Business Administration, Medical Administration, Health & Social Care, ICT, Customer Service and Pharmacy.

All NHS apprenticeship posts are advertised on the NHS Jobs website. To find out more, go to: www.jobs.nhs.uk

If you want advice on different careers in the NHS, please visit: www.healthcareers.nhs.uk or take the Step into the NHS <https://www.stepintothens.nhs.uk/careers/take-the-test>

The Government website for Apprenticeships is: <https://www.instituteforapprenticeships.org/>

So what next?

For further information, or an informal discussion, please contact one of the Vocational Learning Team:

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Job satisfaction?

#NHYES



Building careers in health and care



Apprenticeships—Earn and Learn



What is an Apprenticeship?

Apprenticeships are government funded work-based training programmes for people aged 16 and over. They combine on the job training with nationally recognised qualifications and are a great way to build a skilled and motivated workforce. As an employer, we have control over how the learning is delivered, which means that we can shape our apprentices to become key members of the Trust.

All about Apprenticeships-

- Standards come in different levels:
⇒Intermediate to advanced levels.
⇒Degree to masters levels.
- Apprenticeships usually last a minimum of 12 months, although the length of time will depend on the qualification.
- Apprenticeships are being developed in hundreds of different areas including Business Administration, Medical Administration, Health & Social Care, ICT, Finance, HR and Customer Service, to name a few.
- All apprentices are required to undertake qualifications in Maths and English if they don't already meet the level specified, but support to achieve these will be given by the training provider.

Who pays for the Apprentice?

New changes to the way training is being funded came into place in April 2017. The Apprenticeship Levy is a government 'pot' that all employers, who have a pay-bill of over £3m per annum, have to pay into.

This money is then used by the Trust to pay training providers to deliver apprenticeship programmes. Any money not spent after a 2 year period will be absorbed by the Government, so it is important that this money is spent.

The NHS apprentice themselves will be either:

- An existing member of staff, looking to develop their skills.
- A new member of staff on a fixed-term contract for the duration of their apprenticeship.

New apprentices can be paid at a lower rate of pay whilst they are training, with the minimum wage for apprentices being £3.70 per hour, although many employers pay more than this.



New Developments in Apprenticeships

Employers are now at the forefront of the development of apprenticeships and learning; creating people with workplace skills that are relevant to business and industry.

Apprenticeship standards are being developed by 'trailblazer' groups. A trailblazer is made up of a group of employers who work together to design new apprenticeship standards for occupations within their sector.



Standards have recently been developed for a Nursing Degree Apprenticeship which will enable learners to gain qualified nursing status through the apprenticeship route.

Other degree level standards have also been developed in 2017 and early 2018, which will open up different career routes. A wide variety of apprenticeships are available throughout the NHS in order to help people enter at an appropriate level and then progress with their career.